

Equal Employment Opportunity

Equal Opportunity is the Law

It is against the law for the Virginia Employment Commission (VEC) to discriminate on the following basis:

- Against any individual in the United States, on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief; and
- Against any beneficiary of programs financially assisted under Title I of the Workforce Investment Act of 1998 (WIA), on the basis of the beneficiary's citizenship/status as a lawfully admitted immigrant authorized to work in the United States, or his or her participation in any WIA Title I, financially assisted program or activity.



The VEC must not discriminate in any of the following areas:

Deciding who will be admitted, or have access, to any WIA Title I, financially assisted program or activity;

- Providing opportunities in, or treating any person with regard to, such a program or activity; or
- Making employment decisions in the administration of, or in connection with, such a program or activity.

What to Do if you Believe You Have Experienced Discrimination By the VEC:

If you think that you have been subjected to discrimination under a WIA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either: the VEC's Equal Opportunity Officer (See Below) or The Director, Civil Rights Center (CRC), U.S. Department of Labor, 200 Constitution Avenue, NW, Room N-4123, Washington, DC 20210. You may use one of the following forms to begin the filing process.

- [Complaint Information Form \(CIF\), form DL 1-2014a](#) [1]  (English)
- [Complaint Information Form \(CIF\) DL 1-2014a](#) [2]  (Español)

If you file your complaint with the VEC, you must wait until either the VEC issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above). If the VEC does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you do not have to wait for the VEC to issue that Notice before filing a complaint with CRC. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the VEC).

If the VEC does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within







30 days of the date on which you received the Notice of Final Action.

Equal Employment Opportunity Information:

1. [Contact Information](#)

2. Equal Employment Opportunity Laws, Policies, & Guidelines

- [VEC EO & Nondiscrimination Policy](#) [3] 
- [POLÍTICA DE NO DISCRIMINACIÓN e IGUALDAD DE OPORTUNIDADES](#) [4] 
- [DHRM EO Policy](#) [5] 
- [VEC Sexual Harassment Policy](#) [6]
- [DHRM Workplace Harassment Policy](#) [7] 
- [VEC Limited English Proficiency Guidelines](#) [8]

3. Complaints of Discrimination

- [How to file a complaint](#) [9]
- [Complaint forms](#) [9]

4. EEO Resources

- [VEC EO Plan](#) [10] 

5. Other Related Links

- [Civil Rights Center](#) [11]
- [DHRM](#) [12]
- [EEOC](#) [13]
- [Council on Human Right](#) [14]

For more information or to file a complaint, contact:

[Shirley Bray-Sledge](#) [15], Room 101
Virginia Employment Commission
P.O. Box 1358
Richmond, VA 23218-1358

PHONE: (804) 786-3466
FAX: (804) 371-2814
Virginia Relay Center: press 711
TTY: 1-800-828-1120

[About VEC](#) | [Contact Us](#) | [Policy, Privacy Statement and Disclaimer](#) | [Virginia Freedom of Information Act \(FOIA\)](#)

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Source URL: <http://www.vec.virginia.gov:80/equal-employment-opportunity>

Links:

- [1] <http://www.vec.virginia.gov/vecportal/eeo/pdf/jscomplaint.pdf>
- [2] <http://www.vec.virginia.gov/vecportal/eeo/pdf/jsspancomplaint.pdf>
- [3] <http://www.vec.virginia.gov/vecportal/eeo/pdf/eovecnondisc.pdf>
- [4] <http://www.vec.virginia.gov/vecportal/eeo/pdf/eovecnondiscSp.pdf>
- [5] http://www.dhrm.virginia.gov/hrpolicy/policy/pol2_05EEO.pdf
- [6] <http://sexual-harassment-policy>
- [7] http://www.dhrm.virginia.gov/hrpolicy/policy/pol2_30WkplaceHarrass.pdf
- [8] <http://www.vec.virginia.gov:80/about#lep>
- [9] <http://www.vec.virginia.gov:80/equal-employment-opportunity#compform>
- [10] http://www.vec.virginia.gov/sites/default/files/2013_eo_plan.pdf
- [11] <http://www.dol.gov/oasam/programs/crc/>
- [12] <http://www.dhrm.state.va.us/>
- [13] <http://www.eeoc.gov/>
- [14] <http://www.chr.state.va.us/>
- [15] <mailto:Shirley.Bray-Sledge@vec.virginia.gov?subject=VECWeb%20EEO%20page%20contact%20link>